ARMY SPACE CADRE

Space Enabler Nomination & Selection Effort (SENSE)

30 January 2007

Purpose

To provide CSM Lady with an update on the progress of the Army Space Cadre Implementation and the Space Enabler Nomination & Selection Effort (SENSE).

Agenda

- Implementation Progress
- Space Enabler Nomination & Selection Effort

Space Cadre Life-Cycle Management

A Proponent Responsibility

Identification of a “Space Enabler” position does not change any aspect of career and life-cycle management of the person filling the position. Life-cycle management of Space Enablers remains the responsibility of the respective individual’s assignment and proponent offices.

The Army Space Cadre Office’s function is tracking and reporting.

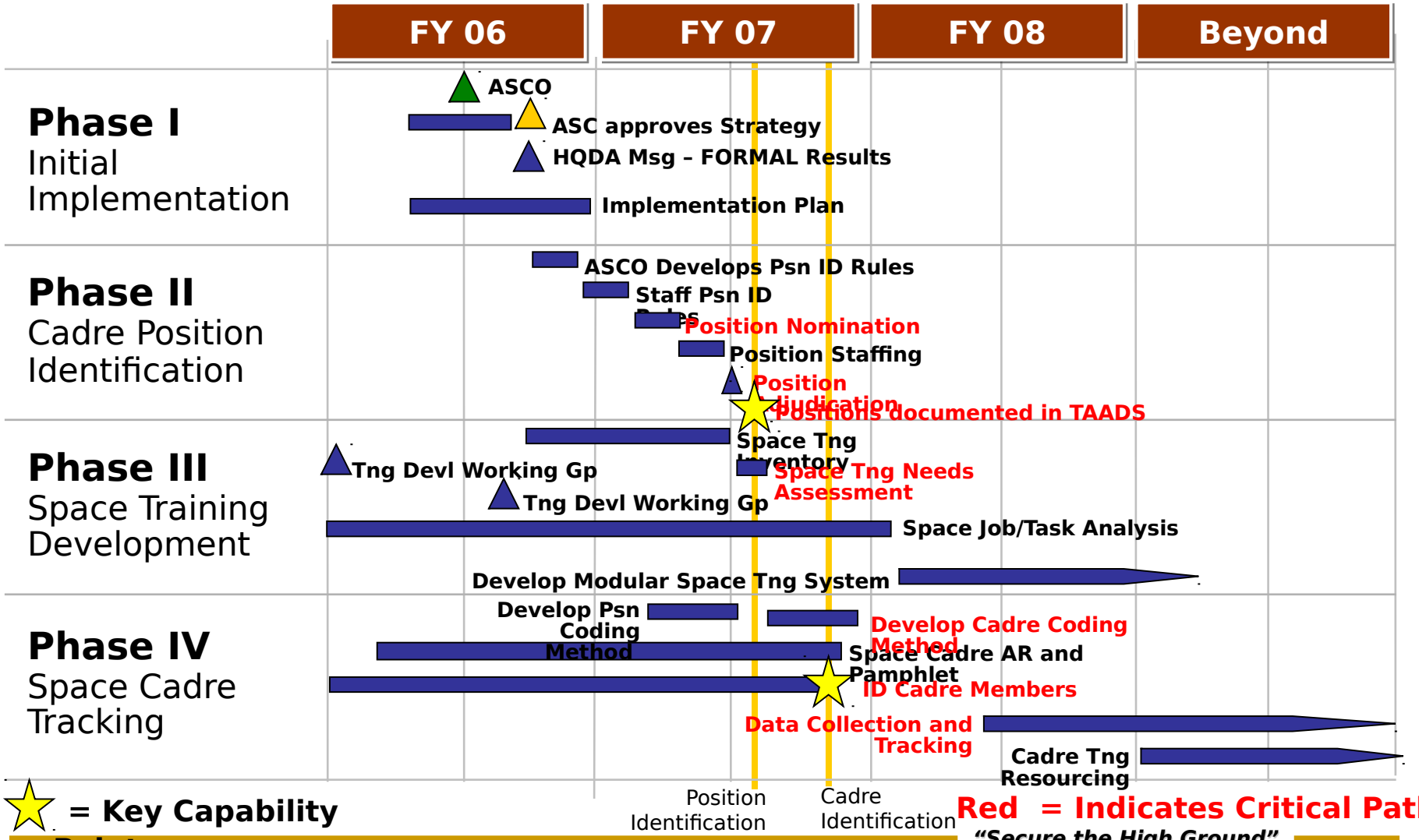
Implementation Progress

Implementation Phases

Implementation plan updated w/TRADOC on 18 Jan.

Phase	***Purpose***
I	Standup Army Space Cadre Office (ASCO) and conduct planning
II	Identify Army Space Cadre positions and document on MTO&Es and TDAs
III	Identify or develop Space Cadre Enabler Training (where required)
IV	Identify Army Space Cadre Personnel and begin tracking DoD Space Cadre metrics

Implementation Timeline



= Key Capability Point

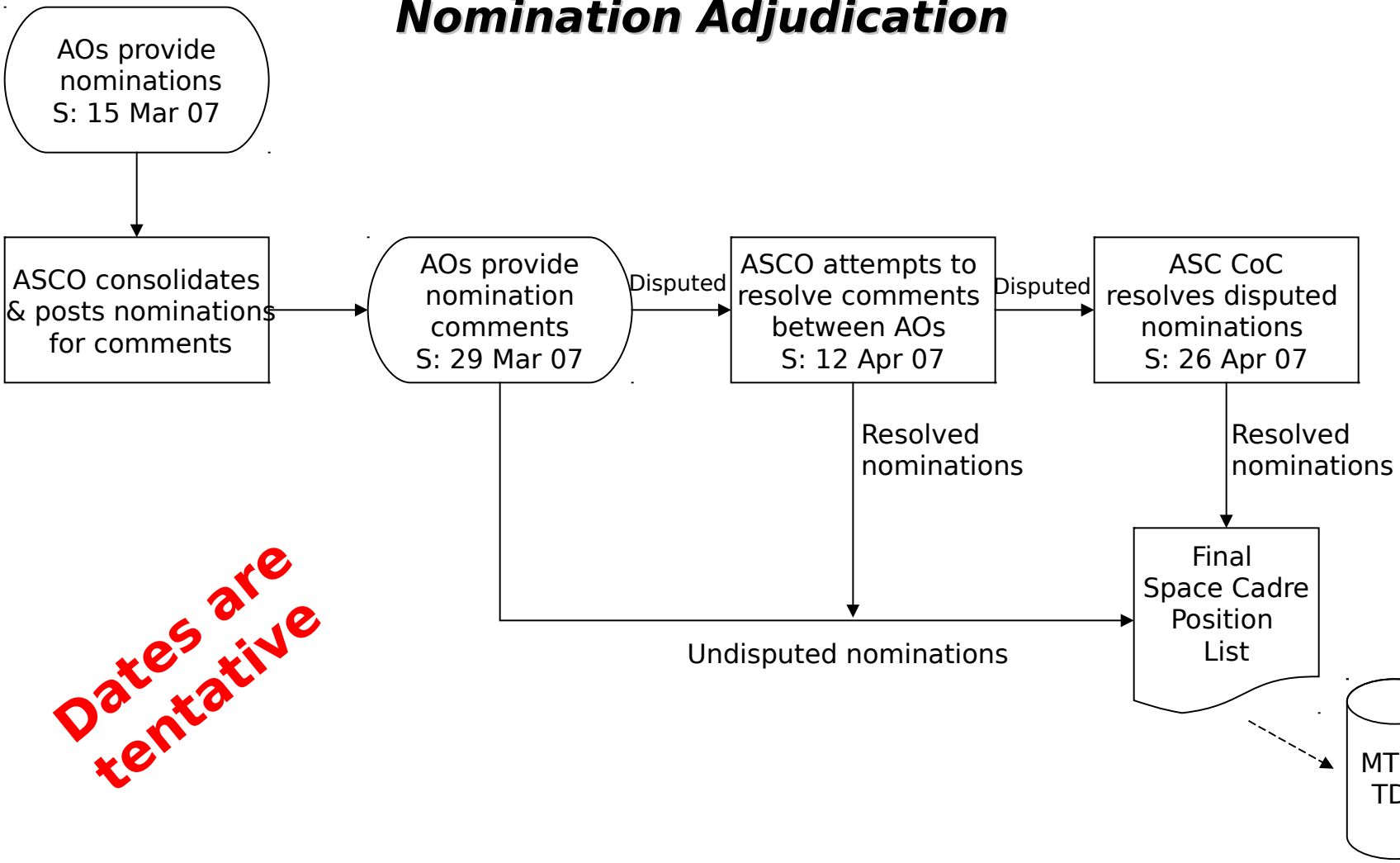
Red = Indicates Critical Path T

Army Space Cadre

Position Identification Process

Army Space Cadre

Nomination Adjudication


AOs provide nominations S: 15 Mar 07
ASCO consolidates & posts nominations for comments
AOs provide nomination comments S: 29 Mar 07
Disputed
ASCO attempts to resolve comments between AOs S: 12 Apr 07
Disputed
ASC CoC resolves disputed nominations S: 26 Apr 07
Resolved nominations
Resolved nominations
Undisputed nominations
Final Space Cadre Position List
MTOE TDA
Dates are tentative

Space Enabler Nomination & Selection Effort (SENSE)

Basis for Guidelines

Space Cadre Definitions from FORMAL

Frame of Reference
The four doctrinal space operations mission areas (space control, force enhancement, space support, and force application) and a multi-mission area.

Refinement to add specificity
TRADOC Pam 525-7-4, Army Space Operations Concept Capability Plan (CCP) is used to augment the broad Space Cadre and doctrinal definitions with specific Space enabling capabilities and systems. Two exceptions: Strategic Satellite Terminals and BMD.

Three general types of criteria

- Provide staff oversight of a Space capability
- Provide DOTMLPF solutions for Space capabilities and systems
- Operate, maintain, supervise, or plan for the employment of a Space enabling system

Guideline Numbering

#	Title
Space Professionals	
0	Functional Area 40 Officers
Space Enablers	
Space Control	
1	Space Control
Space Force Enhancement	
2-1	Intelligence, Surveillance, and Reconnaissance
2-2	Missile Defense Warning
2-3	Geospatial Information and Environmental Monitoring
2-4	Satellite Communications
2-5	Position, Velocity, Time, and Navigation
Space Support	
3	Space Support
Space Force Application	
4	Ballistic Missile Defense
Space Multi-Mission	
5	General Space

Guidelines are subdivided by adding a letter to indicate specific enabling systems

Position Selection

- Only authorized positions on latest approved FY 08 TAADS documents will be considered.
- Level of detail required will be an informed observer familiar with the military and the organization's mission.
- Positions will be identified through review of Force Management System Web Site (FMSWeb) data elements such as:
  - Duty title
  - Paragraph title
  - Specialty
  - Assigned equipment
  - TO&E Section I information

Screening Questions

AO's should confirm position nominations using these questions. A preponderance of "Yes" answers indicates a potential Space Cadre Enabler position.

1 Does the position meet the criteria for at least one Army Space Cadre Position Identification Guideline?

2 Is the position coded on the MTOE or TDA with one of the following skill identifiers (in the TAADS ASI column) which are indicators of potential Space Cadre Enabler positions?

- 3F National Systems Development Program
- 3Y Space Activities
- 4D Tactical Exploitation of National Capabilities (TENCAP)
- T3 Ground-based Midcourse Defense System
- T6 Tactical Exploitation System

3 Is the linkage of Space to the position obvious to the person filling the position?

Space Cadre identification relies on professional judgment

Screening Questions (continued)

4 Does the person filling the position require knowledge in any of the following space areas to execute the duties of the position?

- Terrestrial-Solar or Space Environment
- Spacecraft Design, Operations or Missile/Space Launch Systems
- Orbital Mechanics or Satellite operations including Navigation, Communications, Missile Warning, Weather/Environmental, or Imagery Satellites
- DoD and Army Space Doctrine, policies, organizations, or operations
- Space law and national space policy
- Space medicine (effects of space flight on the human body)

5 Is the significance of the position's Space tasks or functions performed enough to be included on the individual's evaluation report or in a section's function manual?

6 For supervisory positions, are a majority of immediate subordinate positions clearly Space Cadre Enabler positions?

Example - Missile Warning

Space Enabler Capabilities and Systems

Space MW Capabilities

- **Command - Missile Warning**
  Ability to provide an enhanced, fully networked, space-based theater and global missile warning, detection, processing and dissemination system in all operational environments and conditions.
- **Protect - Missile Warning**
  Ability to detect missile launches from space in order to cue BMD radar, provide missile warning to the force, provide cuing information for tracking and counter strike operations.

Space Enabler Systems (Current Time Frame)

a. **General, non-system specific**
   - Defense Support Program (DSP)
   - Theater Event System (TES)
   - Cheyenne Mountain Operations Center (CMOC)

b. **Joint Tactical Ground Station (JTAGS)**

MW Identification Guidelines

Table 2-2. Missile Warning Army Space Cadre Position Identification Guidelines

Guideline #	*Criteria*	*Commands*
2-2.a (General)	1. Positions in Joint organizations or ASCCs, where the paragraph or position title indicates a primary duty related the staff oversight of Missile Warning, could be considered for nomination as Army Space Cadre Space Enabler positions. or	All mentioned in criteria
	2. Army positions that operate, maintain, supervise the operation or maintenance, or plan for the employment of the following MW Enabler Systems could be considered for nomination as Army Space Cadre Space Enabler positions: • Defense Support Program (DSP) • Theater Event System (TES) • Cheyenne Mountain Operations Center (CMOC)	JA – Joint Activities STRATCOM NORAD NORTHCOM
2-2.b (DOTMLPF)	Army positions that manage, develop (provide DOTMLPF solutions), or sustain Missile Warning systems (including JTAGS – LIN C40746) could be considered for nomination as Army Space Cadre Space Enabler positions.	AE – Acquisition AT – ATEC SC – Space & Missile TC – TRADOC (AD) X1 – AMC
2-2.c (JTAGS)	Positions that operate, maintain, supervise the operation or maintenance, or plan for the employment of the JTAGS system (LIN C40746) could be considered for nomination as Army Space Cadre Space Enabler positions.	SC – Space & Missile

MW Guideline 2-2.c (JTAGS)

Positions that operate, maintain, supervise the operation or maintenance, or plan for the employment of the JTAGS system (LIN C40746) could be considered for nomination as Army Space Cadre Space Enabler positions.

- **MTO&E:**
  - SMDC - WJH5AA - 1ST SPACE CO (TMW) w/ detachments = 101
  - SMDC - WJH4AA - HHC 1ST SPACE BN = 1

- **TDA:**
  - SMDC – (W6EFAA) = 10

Category	*Qty*
Officer	6
WO	8
Enlisted	98
	112

MW Screening Questions

2-2.c (JTAGS)

#	Question	Yes	No
1	Does the position meet the criteria for at least one Army Space Cadre Position Identification Guideline? Guideline number **2-2c**	X	
2	Is the position coded on the MTOE or TDA with one of the following skill identifiers (in the TAADS ASI column) which are indicators of potential Space Cadre Enabler positions? 3F, 3Y, 4D, T3, T6		X
3	Is the linkage of Space to the position obvious to the person filling the position?	X	
4	Does the person filling the position require knowledge in any of the following space areas to execute the duties of the position? ✓ Terrestrial-Solar or Space Environment ✓ Orbital Mechanics or Satellite operations including Navigation, Communications, Missile Warning, Weather/Environmental, or Imagery Satellites ✓ DoD and Army Space Doctrine, policies, organizations, or operations	X	
5	Is the significance of the position's Space tasks or functions performed enough to be included on the individual's evaluation report or in a section's function manual?	X	
6	For supervisory positions, are a majority of immediate subordinate positions clearly Space Cadre Enabler positions?	--	--

Back Up Slides

DoD Space Cadre Metrics

Each DoD component will collect data on the following:

Positions:

- Designated space cadre positions
- Requirements in terms of skills, competencies, education and experience for space cadre positions

Position fill:

- Vacancies of critical positions
- Rate of filling positions with unqualified personnel
- Promotion and retention rates

Personnel:

- Size of the space cadres
- Space cadre member skills
- Space cadre member competencies
- Retirement eligibility and personnel availability projection

Extracted from the NSS Space Human Capital Resources Strategy

FORMAL Decisions

- Approved an Army Space Cadre construct that consists of two distinct categories:
  - Space Professionals: (military and civilian) career space specialists, whose principal duties include planning, developing, resourcing, acquiring, integrating, or operating space forces, concepts, applications, or capabilities in accordance with DoD Directive 3100.1 and Joint Publication 3-14. (currently FA40 only)
  - Space Enablers: (military and civilian) personnel assigned to positions whose primary career field is not space, but perform unique tasks or functions or may require skills to apply space capabilities. Supplemental space training is directly related to the duty positions of assignment.

- Approved establishment of the Army Space Cadre Office and assigned responsibility for implementation and management to SMDC/ARSTRAT.

ASCO AKO Folder

1. Sign in to the ***AKO*** website
2. Click on ***FILES*** (2d button on top right of screen)
3. Click on ***US ARMY ORGANIZATIONS*** (left side of screen)
4. Click on ***SMDC*** (note: the *Army Space Cadre* folder here is not the correct folder.)
5. Click on ***FDIC***
6. Click on ***ASCO***

You are there!

More Information

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